

Cologne Academy



Charter School

Independent Charter School District #4188



Proud of My Child, Proud of My Choice

2010-2013

Strategic Development Plan



Proud of My Child, Proud of My Choice

VISION STATEMENT

To create an environment for K-8 children where rich character development & effective learning create self-confident students who are able to achieve their personal best academically. Using advanced curriculum that is based on goal-oriented results, parents will work with teachers to produce the highest possible level of academic achievement for each individual student.

MISSION STATEMENT

To provide students in Cologne & surrounding rural areas with a content rich education based on a strong foundation of knowledge through the use of the Core Knowledge Sequence & classical curriculum. We are committed to providing a community school with small class sizes where students, parents & teachers work together to achieve accelerated academic achievement & strong character development.

COLOGNE ACADEMY'S

Strategic Vision

Cologne Academy's Board recognizes that all students have a right to pursue academic and personal excellence achieved at their educational school of choice. Cologne Academy challenges students by creating and supporting our:

ENDURING STATEMENT

Students acquire foundational knowledge and skills empowering them to become leaders with exceptional character in an ever-changing global society.

FOUNDING PRINCIPLES

- 1. Individual Student Achievement*
- 2. Character Development*
- 3. Enriched Curriculum*
- 4. Parental Involvement*
- 5. Small Class Sizes*

Cologne Academy's Situation Analysis

Cologne Academy is in its third year of operations. The school is beginning to enjoy operational success as evidenced by: school inquiries, progressive enrollment and academic growth, a positive school climate and culture enjoyed by students, parents, and staff. Enrollment in the 2010-11 academic year is 250. The school will add 8th grade next year and we will continue to grow lower grades to two or potentially three classrooms each.

The 2010-2011 school year brings both challenges and new opportunities. The first challenge is the 30% hold back in funding from the Minnesota Department of Education. Due to this hold back we anticipate a cash shortage beginning in December 2010 and continuing through September 2011. We will have to freeze most staff salaries, reduce consumable spending, and we are working with our vendors and banks to assist with this funding deficit.

Cologne Academy has out-grown the current building and plans for a 10 classroom addition, even after our seven classroom addition for the 2010-11 school year. Currently, plans to build the second phase of the second addition are being pursued. This addition will include a lunch room with double the capacity of the existing lunch room, and dedicated rooms for music, art, and, science. The school will hope to build this addition for the start of 2012-13 school year.

The school has fully implemented the development of individualized learning plans for each student in attendance. These plans identify each child's strengths and weaknesses. The plans provide direction and goals for teachers, students, and parents for implementing strategies designed to meet the needs of all students.

The Executive Director secured the Q Comp program for the entire licensed teaching staff to participate in a global Professional Development Plan in September 2010. In addition, the school's focus on mathematics and Friends of Education's push towards student achievement outcomes, measured by timely assessments throughout the year, have brought increased transparency to hold student outcomes to teacher performance.

Cologne Academy has secured bussing from Positive Connections for next school year.

The current board has been diligent about training and ensuring the school is guided with strong leaders. The second board elections will take place in April 2011. On this year's ballot, one teacher, one community member, and five parents will run for five open seats.

Operational issues under consideration by the Board and the administration include:

- Enhancing academic growth
- Maintaining enrollment/sustaining waiting list growth
- New Building
- Secure financial options
- Playground
- Staffing

I. STRENGTHS

- Core Knowledge curriculum
- Strong and caring teachers
- Engaged families providing parental support
- Executive Director's leadership and enthusiasm
- Small school culture
- Commitment to high academic standards / Program reaching
- Dedication to all students regardless of ability level
- Innovative academic programming
- Growing fund balance and board approved fund policy
- Fiscal responsibility

II. WEAKNESSES

- Board Governance and Financial Training
 - More community development
 - Overcoming fund deficit
- Community connection/reputation/identity
 - Not to be like all other schools in the area
 - Academic focus/character culture
- Curriculum Needs
 - Core Knowledge enhancement
 - Art content
 - Music program
 - Extracurricular (chess club, knowledge bowl)
 - Middle School concept

BOARD GOALS

Goal 1: Board Communication and Community Awareness

Increase community awareness by establishing involvement in the community.

Goal 2: Academic Programming

To further the plan for monitoring and effectively implementing the scope and sequence of the Core Knowledge education program ensuring progression towards full realization of the school's mission and vision.

Goal 3: Facility

Identify and address the growth needs of Cologne Academy to expand to a K-8 program.

Goal 4: Leadership

Develop a strong and skilled Board of Directors (Board) that works to promote the growth of Cologne Academy, its mission, vision, and values.

Goal 5: Operations

Empower the Executive Director with the leeway required to run a school efficiently while providing sufficient oversight to ensure that the Executive Director is meeting the Board's objectives, including student achievement and staff development.

Goal 6: Strategic Plan

Develop a 5- year strategic plan by September 1, 2011.

Board Communication and Community Awareness:

Goal: Increase community awareness by establishing involvement in the community.

Supporting Actions:

Monthly board meeting recap in Director's newsletter

More exposure in community newspapers

Annual City Council Update

Glad Days

Spring Fling

Spaghetti Dinner

Addressing: Board elections, building, charter school 101, open enrollment, teacher employment, curriculum, parental involvement, founding principles.

Needed Resources:

Cash, Board Writers

Outcome: Printed and distributed publication pieces

Measurement: completion

Academic Programming

Goal: To further the plan for monitoring and effectively implementing the scope and sequence of the Core Knowledge education program ensuring progression towards full realization of the school's mission and vision.

Supporting Actions: Full time curriculum director, professional development focused on student academic achievement, re-evaluate the possibility of a pre-school, individual learning plan review, Q Comp.

Needed Resources: Enrollment to fund additional revenue

Outcome: DDI (interim assessments), NWEA and MCA results

Measurement: Director's Goals

Facility

Goal: Identify and address the growth needs of Cologne Academy to expand to a K-8 program.

Supporting Actions: Enrollment and waitlist. Two permanent buildings, separate 5 year non profit

Needed Resources: Cash and plan for preventative maintenance

Outcome: sufficient classroom space, establishment of non-profit, fund for maintenance.

Measurement: Working capital expenditures.

Board Leadership

Goal: Develop a strong and skilled Board of Directors (Board) that works to promote the growth of Cologne Academy, its mission, vision, and values. In addition, development of new and interested parties willing to serve on the board.

Supporting Actions: Board composition and oversight, ensuring board policies are in compliance, annual parent satisfaction survey, annual staff satisfaction survey, Board availability and visibility.

Needed Resources: Human resources, annual parent, and staff commitment

Outcome: Full board composition

Measurement: Compliance with state statute for Board Governance.

Operations

Goal: Empower the Executive Director with the leeway required to run a school efficiently while providing sufficient oversight to ensure that the Executive Director is meeting the Board's objectives, including student achievement and staff development.

Supporting Actions: Three (3) status checks about director goals-opportunity for feedback, annual review-Director's report, PD plan, budget and fiscal responsibility, extracurricular activities, staffing plan, succession plan, middle school, Core Knowledge, technology plan, Transportation.

Needed Resources: enrollment, staff, \$ budget, time

Outcome: NWEA/MCA results, waitlist

Measurement: Director goals

Strategic Plan

Goal: Develop a 5- year strategic plan by September 1, 2011.

Supporting Actions: Every 6 months January and July

Needed Resources: Time and commitment

Outcome: School plans for growth

Measurement: School's success

Strategic Planning Committee Members and Key Contributors

Rebecca Rausenberger – Board Chair, Parent

Matt Lein –Board co-chair, Parent

Scott Pelletier – Treasurer, Parent

Melissa Mase - Secretary, Faculty

Steve Moeller - Board Member, Parent

Julie Olson- Board Member, Parent

Megan Ander, Board Member, Community Member

Ex-Officio Board Members

Lynn Gluck Peterson- Executive Director

Leisa Irwin – Business Manager